

Top Israeli dancer to perform, assist in MSSD concert

A golden Kinor David award, Israel's equivalent of the Oscar, was presented to Amnon Damti in 1985 in recognition of his position as that country's best male professional dancer.

For someone who grew up with what Damti himself calls crooked legs—bowed from riding horses on his family's farm—the honor was especially sweet.

Damti, lead dancer and soloist in the Israeli professional dance company Kol Demama (which means "Sound and Silence"), has been instructing students in dance and doing choreography at MSSD for the past 10 weeks as a guest artist.

This Wednesday, Nov. 19, when the MSSD Fall Dance Concert opens, six students and four guest dancers will perform Damti's original piece, "Play on Time." Damti himself will perform with Yola Rozynek, a choreographer and former member of Kol Demama who is currently serving as an assistant in the MSSD Performing Arts Department, and Marcia Freeman, chair of the department and dance concert producer.

Damti, who communicates in Israeli Sign Language, has hurdled the language barrier, cultural differences and a shortage of time during his brief tenure as guest artist. Trying to choreograph and direct the dance proved difficult when it was necessary to first stop and teach technique to the stu-



Israeli dancer-choreographer Amnon Damti leads a class of MSSD students.

dents, some of whom had never had dance classes.

"Both here and in Israel, students come to class and think it will be easy [to learn to dance]," said Damti. "It's not easy—dancing hurts. Experienced dancers know it hurts. Because the [MSSD] students are not experienced, they've had to work hard."

The six MSSD students who will appear in "Play on Time" are Lisa Almodovar, Esme Farb, Erica Hall, Trena Longshore, Joanna Russo and Kim Welch.

Damti started dancing Israeli folk dances at the age of 10 while studying at a school for deaf students in Jerusalem. At 15, he joined Demama ("Silence"), a deaf experimental dance-mime group directed by dancer/chore-

ographer Moshe Efrati. Within six months, Damti was the lead dancer, performing all over Israel and touring abroad. In between engagements, he also worked on his family's farm.

In 1979 the deaf members of Demama merged with hearing dancers to form the new professional company, Kol Demama, also under the direction of Efrati. Damti has been the lead dancer and principal soloist since the group's inception.

The fall concert will be performed on Nov. 19, 20, 21 and 22 at 8 p.m., with a matinee performance at 10:30 a.m. on Nov. 21. The concert will feature modern, jazz, can-can and Spanish style dances. Tickets for the MSSD Fall Dance Concert are \$3 for students and senior citizens and \$4 for others. For reservations, call x5466.

HMB renovation scheduled to start in summer of '87

Within the next month, University officials hope to establish a program committee to work with architects on planning a major renovation of HMB. The project, slated to begin next summer, could cost between \$3 and \$5 million.

The committee, which will include the dean of the College of Arts and Sciences and faculty members, is expected to begin work with an architectural firm during December in order to have a program design in place by March. A request for proposals was distributed recently to several firms, and University officials expect to make a selection by the end of November.

Jim Barnes, vice president for Administration and Business, said that the committee will work with the firm to design an effective programmatic renovation and establish the appropriate schedule. Because the renovation is a large job, the work will be done in phases over the next several summers.

"For some years HMB has been in need of renovation," said Barnes. "It's not in bad structural shape, but Dr. Lee and members of the administration have felt—and I believe the faculty agrees—that it is woefully inadequate for teaching needs. It is our major classroom building. Some of the most innovative teaching is happening there, but in the context of a building constructed in 1957."

Six different architectural firms presented estimates and suggestions a year ago. University officials then "stepped back a little," said Barnes, because of the "high ticket cost." The project would have to be done in a phased approach, it was decided, using funds from a deferred maintenance account and through the support of private donations.

The renovation project will involve Physical Plant Department employees for some of the work, to keep contracting costs low.

Faculty expertise will be incorporated in the planning stages in areas such as laboratory, state-of-the-art communication and classroom technologies in the teaching of deaf students.

"We hope to have a showcase for our classrooms," said Barnes. "Many professionals come here to observe classes, and more will be coming. Our objective is to provide appropriate facilities and classroom space to fit current and future needs."

Athletes benefit from innovative drug awareness program

Athletes and drugs.

The two words don't sound right together, and their connection has become a national concern recently.

Marcia Feola and Holly Bell of Student Health Service (SHS) contacted Bob Westermann, athletic director and football coach, shortly before the fall semester started to discuss those two words. What resulted is a new series of educational sessions on drug awareness being presented to each of Gallaudet's athletic teams.

Feola, director of SHS, and Bell, nurse practitioner and nursing supervisor, called other colleges in Division III of the National Collegiate Athletic Association (NCAA) to learn what those schools were doing about drug testing or drug education for their athletes.

Feola and Bell found that most of the colleges had no formal program yet, but they were thinking about doing something. Many said they had no budget, resources or people to conduct such programs.

Feola and Bell then met with John Mihall, director of the Office of Student Development (OSD), and developed a program of drug education for Gallaudet's athletes. The resulting two-hour class, slide show and discussion session is presented to each of the University's athletic teams in turn by Bell and OSD staff members Jodee Grace, Dinaz Adenwalla and Debby Rodgers.

The educational component emphasizes the coaches' input and the athletes' position as role models for others. Slides illustrate the physical effects of different drugs on the body. The focus, said Mihall, is on the major drugs confronting athletes today: alcohol, marijuana, cocaine, PCP and steroids. Group discussions often center on how drugs and athletics don't mix, the athletes' feelings about drug testing, and on how they would react if a teammate was found to be taking drugs.

The response during the initial sessions was positive, according to Mihall

and Bell. "The students asked really good questions," said Bell. Mihall agreed, adding, "Even though some of the sessions were given in the evening, students were very attentive."

"When I went to school, the lectures that we got [about drugs] were mostly 'Don't do that!'" said Bell. "But here we are informing people and saying, 'It's up to you to make a choice.'"

"We've ended each session by saying, 'It's your decision—your friends may be wrong,'" said Mihall.

The NCAA, for the first time this year, is requiring all athletes who are eligible to participate in any NCAA championship event or in any NCAA certified postseason contest to agree to drug testing. Student athletes must sign a form stipulating that if they test "positive" for drugs they will be ineligible for such competition for at least 90 days. A positive drug test will also mean that the athlete may, upon further testing, lose postseason eligibility in all sports for the current and succeeding academic year.



Joan Ehrlich (right) and Leslie Proctor (seated, right) discuss the Gallaudet ABE program with visitors from Community Support Services for the Deaf in Lutherville, Md.

ABE program helps students improve math, English and basic living skills

On Tuesday and Thursday evenings at Gallaudet, groups of students determined to improve their academic skills head toward Adult Basic Education classes.

Some are college graduates, some are current students, some are professionals or others wanting to gain or enhance skills. They are taking courses on topics such as consumer math, English for foreign students, independent living skills, business English and family sign language. Two classes help students prepare to take the test for a graduate equivalency diploma.

Tending to the needs of the ABE students are eight teachers, a testing specialist, three instructors' aides, a counselor, a supervisor and a volunteer. Serving as acting coordinator for the ABE program is Joan Ehrlich who also works closely with Leslie Proctor, materials development specialist, in designing appropriate literature for the classes.

Ehrlich, who began as acting coordinator last May, said that the classes are individualized "so that instruction is based on students' particular goals."

The typical class size is six students. Field trips and guest speakers augment regular classroom activity, and the program's counselor helps participants locate appropriate resources as an adjunct to the instruction.

A current goal of the ABE program, said Ehrlich, is to expand services to reach more of the metropolitan area. "In keeping with Gallaudet's mission, we want to offer information and training to other professionals interested in setting up similar programs," said Ehrlich.

Recently a group of staff people from Community Support Services for the Deaf in Lutherville, Md. visited with teachers and staff members of ABE to learn about the program. And Ehrlich is currently looking for an individual to work through the ABE program as an instructor, consultant and interpreter for four hearing impaired students in the ESL (English as a Second Language) program in Fairfax County, Va.

The campus community is invited to learn more about the program by visiting when classes are in session on Tuesday and Thursday nights in Hall Memorial Building, room 224, or by attending a potluck dinner on Thursday, Dec. 4 from 6 to 9 p.m. in the Ely Center multipurpose room. For more information, call Ehrlich, x5044, or stop by College Hall room 215.

Women repeat as volleyball champs

For the third year in a row, the women's volleyball team captured the championship of the Chesapeake Women's Athletic Conference (CWAC).

Three Gallaudet players were also named to the all-conference team following the Oct. 31-Nov. 1 CWAC tournament. They are junior Angela Kuehn, freshman Pam Aune and sophomore Bonnie Goben.

The Gallaudet team defeated Hood, Marymount, Washington and Goucher College twice to take the title in the CWAC round-robin tournament. The team finished the season with a 30-13 record.

Because there are no seniors on this year's squad, the next season holds even greater promise.

Among Ourselves

Gallaudet freshman Allison Gompf performed last month at a fundraiser in New York for the National Foundation for Advancement in the Arts, which sponsors the Arts Recognition and Talent Search (ARTS). Gompf, who is appearing currently in the movie "Children of a Lesser God," was a 1983 ARTS semifinalist.

Constantina Mitchell, assistant professor of French, presented a joint paper entitled "L'Influence d'un livre: roman de l'équivoque" at the convention of the American Council for Quebec Studies held in Quebec City, Canada, last month. The paper dealt with structural and thematic ambiguities of a 19th century French Canadian novel.

Sheila Conlon-Mentkowski, a lawyer in the National Center for Law and the Deaf, and Ed Corbett, director of Enrollment Management, recently assisted the Dayton (Ohio) Community Service Center for the Deaf in presenting a workshop on "Your Day in Court." The workshop featured a Dayton judge presiding at a mock trial, with Dayton lawyers acting as prosecutor and defense counsel. Conlon-Mentkowski also gave a presentation on PL 94-142 and other federal legislation at the October conference of Region I Registry of Interpreters for the Deaf in Hartford, Conn.

Sponsored R&D

Provided below are application deadlines of selected programs that offer potential grant or contract opportunities for faculty, staff and graduate students. They all have January deadlines. Due to the Thanksgiving vacation, winter break and the heavy workload at the end of the semester, please plan your proposal submissions well in advance.

More details on these and other programs of interest can be obtained from the Office of Sponsored Programs, x5401 (V/TDD).

Deadline	Program
1/1/87	NSF: Social and Economic Science Program
1/5/87	ED: Secretary's Discretionary Program for Mathematics, Science, Computer Learning and Critical Foreign Languages
1/15/87	NIHR: Research Fellowships
1/15/87	NEA: Artists in Education—Special Projects
1/15/87	NSF: Behavioral and Neural Sciences Program
1/15/87	NSF: Research Opportunities for Women
1/15/87	American Federation for Aging Research: Biomedical research on aging
1/15/87	NSF: Political Science Program
1/21/87	NEH: Travel to Collections
1/31/87	ED: Severely Handicapped Infant and Community Involvement Demonstration Programs
1/31/87	NBS: Critical Compilations of Physical, Chemical, and Materials Data
1/31/87	University of Melbourne, Australia: Visiting Scholars

NOTE: The deadline for the Secretary's Discretionary Program for Mathematics, Science, Computer Learning and Critical Foreign Languages has been changed from Nov. 17 to Jan. 5.

Elaine Gardner of the National Center for Law and the Deaf and Susan Newburger of the National Academy gave a joint presentation on "Deaf People and Their Legal Rights" to the police training academy in Forestville, Md.

A reception was held Oct. 30 at MSSD to honor Monet Daniels, who resigned her positions as assistant principal in MSSD's Division of Education and program supervisor for the Postsecondary Enrichment Program. Daniels began work at MSSD in 1976.

Lectures to focus on criminal justice

The National Academy and the University of Maryland Institute on Criminology and Criminal Justice are collaborating to present a series of two-hour presentations entitled "Criminal Justice and the Deaf: A Lecture Series" beginning this week.

The series will be held on both campuses and will have two distinct focuses. Five of the topics to be addressed represent the most controversial issues in the field of criminal justice as it applies to all citizens; the other five analyze how the criminal justice system deals with deaf people. Lectures will be held on selected Thursdays through April.

The first in the series will be presented this Thursday, Nov. 20 from 4 to 6 p.m. in the Learning Center, room LN-11. Dr. Charles F. Wellford of the University of Maryland Institute of Criminology and Criminal Justice will speak on "Targeting Career Criminals: Problems and Prospects of Crime Control."

For more information about the lecture series, call Shawn Davies at the National Academy, x4099 or x5097.

Former teacher Shahan dies Oct. 28 in Texas

Pauline "Polly" Shahan, a teacher at Gallaudet for 24 years, died Oct. 28 at St. Luke's Hospital in Houston following heart surgery and a stroke.

Shahan began as an interpreter and instructor at Kendall School in 1952 and was a member of the English Department faculty from 1961 until her retirement in 1976.

A graduate of LaGrange College, Shahan taught at the Indiana School for the Deaf before coming to Kendall School. She received a master's degree in education at Gallaudet.

She was a member of the National Association of the Deaf and the National Registry of Interpreters for the Deaf. Shahan also taught classes for deaf people at the Calvary Baptist Church in Washington, where she was a member.

Shahan is survived by two sisters, Marguerite Shahan and Maude Shahan Penland of Route 3, Box 750 Villanow, LaFayette, GA 30728. The family suggested that expressions of sympathy may be in the form of contributions to the Polly Shahan Memorial and Honor Fund, Office of Development; the Organ Fund of Calvary Baptist Church; or the American Heart Association.

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GREEN

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Announcements

The deadline for faculty and staff contributions to the 1987 Combined Federal Campaign (CFC) is Nov. 21. The CFC combines the annual fund-raising efforts of health and social welfare organizations to provide care for sick and needy persons.

Committee F (Faculty Development) will begin reviewing faculty development proposals for the academic year 1987-88 on Dec. 1. Faculty are asked to follow the guidelines for submitting proposals that were approved at the Dec. 27 faculty senate meeting.

"Ole Jim" will hold a disco night on Saturday, Nov. 22 from 8 p.m. to 12:30 a.m. Music will be provided by T.H. Wave with disc jockey Henry Grau. Doors open at 7 p.m. and admission is \$2. Free munchies and a cash bar will be available.

The Student Union, a unit of Student Affairs, will sponsor a Holiday Crafts Fair on Dec. 10 in the Ely Center. Members of the Gallaudet community are invited to submit crafts for exhibition or sale. For information or an application form, contact Hillel Goldberg in the Student Union office, Ely Center information desk, x5144.

The documentary "One Day in the Life of America," featuring a segment on the Gallaudet Dance Company, will be aired on PBS Channels 26 and 22 on Wednesday, Nov. 26 at 8 p.m.

Deaf Women United (DWU) will hold a fundraising party on Nov. 22 beginning at 9 p.m. at Tracks, First and M Streets SE, Washington, D.C. Donations of \$5 will be used for the second national DWU conference scheduled for Aug. 6-9 at George Mason University. Free munchies will be served and a raffle will be held. For

Channel 33

Channel 33, the Gallaudet cable television channel, will air the following programs this week from 9 a.m. to 5 p.m.

9-9:30	President's Forum
9:30-10	Ways of Knowing, Capitol Edition
10-10:30	President's Forum
10:30-11	Signs Across America, Celebration of Learning
11-11:30	Deaf Mosaic #207
11:30-12	Deaf Mosaic #208
12-12:30	President's Forum
12:30-1	President's Forum
1-1:30	Celebration of Learning
1:30-2	President's Forum
2-5	Gallaudet Football
7-9	Gallaudet Football

The Nov. 15 Gallaudet football game vs. Williamson Tech will be shown at 2 p.m. and 7 p.m.

Information on the Combined Federal Campaign will be aired during the 9:30 a.m. and the 1 p.m. shows.

more information call Deafpride, Inc., 635-2050.

Mike Kemp, assistant professor of sign communication, will present "Experience in Uruguay" on Nov. 19 at noon in the Abbey. The presentation is part of the Lunchtime Colloquium Series.

The annual Finnish Christmas Bazaar will be held on Sunday, Nov. 23 from noon to 4 p.m. at the Church of the Little Flower, 5607 Massachusetts Ave., Bethesda, Md. Featured will be a raffle that includes a free round trip ticket to Finland and hotel accommodations in Helsinki during the upcoming Congress of the World Federation of the Deaf next year. Handicrafts, Finnish gift items and a variety of food will be for sale. In addition, grants are available for individuals wanting to attend the Helsinki conference. Applications should be mailed to Mrs. Richard Wiste, KIPINA-KERHO, 6007 Utah Ave. NW, Washington, DC 20015.

The Gallaudet University Press has available a limited quantity of framed University Week posters with a color photograph of "Ole Jim." The posters are \$35 on a first-come, first-served basis at the press, MSSD room G-13.



Robert Davila (left) and Channel 4's Lea Thompson congratulate William Brock of Clark Elementary School and Crystal Shannon of KDES as they receive TV decoders through Project DARE, coordinated by the National Captioning Institute.

Social Work Club plans food drive

The Gallaudet Social Work Club is organizing a University-wide effort in cooperation with Project Harvest, Inc. to provide Thanksgiving dinner for needy families in the Metro area. Project Harvest, Inc. is a community-based organization that conducts an annual city-wide food drive.

Contributions such as rice, canned vegetables, beans, etc. may be dropped off at the Ely Center front desk and at the Department of Sociology and Social Work, West Office Building (WOB). Cash contribu-

tions can be made by check payable to Project Harvest, Inc., and sent by campus mail to Barbara Pollard, Social Work Club advisor, WOB.

All contributions will be brought to Project Harvest headquarters two days before Thanksgiving.

Gallaudet and MSSD students will aid city volunteers in packing food baskets. The Department of Human Services and Deafpride, Inc., will combine efforts to identify families with deaf members to be among recipients of food baskets.

Complete Gallaudet University winter sports schedule

Wrestling				Men's Basketball			
November				November			
22	Kean & Salisbury State	H	1:00	24	Goucher	A	7:00
25	Newport News Apprentice	H	4:00	December			
30	Franklin & Marshall	A	2:00	2	Howard	A	7:00
December				4	Hood	H	7:00
2	Md./Eastern Shore	A	7:00	6	St. Mary's	H	2:00
5-6	Lebanon Valley Tourney	A	TBA	9	Notre Dame	H	7:00
9	Howard	H	7:00	January			
11	Western Maryland	A	7:00	20	Marymount	A	7:00
16	Stevens State Tech.	A	7:00	24	York/Mansfield	A	1:00
January				25	Towson State	A	10:30
10	Hunter Tourney	A	TBA	29	Howard	H	7:00
17	Mt. Allison Tourney	A	TBA	31	Mary Baldwin	A	2:00
20	Messiah	A	7:00	February			
24	Baptist Bible/Loyola	H	1:00	3	Hood	A	7:00
28	Johns Hopkins	H	7:00	6	St. Mary's	A	7:00
31	George Mason/William & Mary	A	1:00	12	Notre Dame	A	7:00
February				13	Washington	A	5:00
3	Capital Collegiate Conference Tourney	TBA	TBA	17	Goucher	H	7:00
6	Longwood	A	6:00	21-	St. Mary's-CWAC		
7	Washington & Lee	A	1:00	22	Tourney	A	TBA
11	George Washington	H	7:00	Women's Basketball			
14	York	A	1:00	November			
17	Eastern	H	6:00	24	Shenandoah	A	6:00
20-	Division III			28-			
21	Qualifying Tourney	A	TBA	29	Gallaudet Invitational	H	TBA
March				December			
5-7	Division III NCAA Champ. Univ. of Buffalo	A	TBA	4	Notre Dame	A	7:00
Women's Swimming				6	Marymount	H	7:00
November				9	Hood	A	7:00
21	Marymount	H	7:00	12-			
				13	William Smith Tourney	A	TBA
December				January			
24	Goucher	A	7:00	13	Western Maryland	A	6:00
2	Howard	A	7:00	16	Lebanon Valley	A	6:00
4	Hood	H	7:00	17	Johns Hopkins	H	6:00
6	St. Mary's	H	2:00	22	Mt. St. Vincent	A	6:00
9	Notre Dame	H	7:00	24-			
January				25	Manhattanville Tourney	A	TBA
20	Marymount	A	7:00	28	Shenandoah	H	6:00
24	York/Mansfield	A	1:00	30	Wesley	H	6:00
25	Towson State	A	10:30	31	Mary Baldwin	A	2:00
29	Howard	H	7:00	February			
31	Mary Baldwin	A	2:00	3	St. Mary's	H	6:00
February				5	York	A	5:30
3	Hood	A	7:00	10	Salisbury State	H	7:00
6	St. Mary's	A	7:00	13-			
12	Notre Dame	A	7:00	15	Catholic Tourney	A	TBA
13	Washington	A	5:00	18	Catholic	H	6:00
17	Goucher	H	7:00	20	Mary Washington	H	6:00
21-	St. Mary's-CWAC			27-Mar.	1-CWAC		
22	Tourney	A	TBA		Tourney	A	TBA



Joan Lee chats with Eleanor Krone (right) of the private Hospitality and Information Service during a reception for spouses of foreign diplomats serving in the U.S.

Jobs Available

Some of the advertised staff positions may already be filled. For updated information, call the JOB RECORDING in the Personnel Office, x5358 or x5359 (TDD).

SECRETARIAL POSITIONS: Contact Personnel for listing.

ASS'T PROFESSOR: Educational Foundation and Research

BUSINESS EDUCATION TEACHER: MSSD

ENGLISH TEACHER: MSSD

MAINTENANCE ENGINEER: Television, Film and Photography

GRAPHIC ARTIST/DESIGNER: Gallaudet University Press

SUPERVISOR: Interpreting Services

MARKETING/PUBLICATIONS

SPECIALIST: Enrollment Management

RESEARCH SCIENTIST I: Graduate Studies and Research

BIBLIOGRAPHIC INSTRUCTION LIBRARIAN: Library

DEVELOPMENTAL EDUCATOR: Student Affairs

PHYSICIAN: Student Health Services

COORDINATOR: Extension and Summer Programs

COORDINATOR, OFFICE OF TRAINING: National Academy

SUPERVISOR: Interpreting Services

CLERK: Postal Services

CASHIER: Bookstore

PROGRAM DEVELOPMENT SPECIALIST: Continuing Education

GRADUATE ASSISTANT: Library

COMMUNICATION CENTER AIDE: MSSD

You and Your Job

Part 3 of a 4-part series

Federal Employees Retirement System: Savings Plan

The third part of your FERS benefit is the Savings Plan, a special tax-deferred savings plan for Federal employees. It is comparable to similar plans offered by many large private employers.

Your personal savings are a very important part of your future financial security. By participating in the Savings Plan, you have the opportunity to save part of your income on a pre-tax basis. The government establishes a savings plan account for you, and you make contributions to your account through payroll deductions. You decide how your money will be invested, and Gallaudet will match part of your savings.

The Savings Plan is managed by the Federal Retirement Thrift Investment Board (Thrift Board).

Eligibility

All Gallaudet employees covered by FERS on January 1, 1987, are eligible to participate in the Savings Plan. Employees hired after that date will generally have a 6-12 month waiting period.

Employees covered by the Civil Service Retirement System also may participate in the Savings Plan, but under different rules.

Contributions

Gallaudet automatically contributes 1 percent of pay to your savings account each pay period, even if you contribute nothing. You may contribute up to 10 percent of your pay to the Savings Plan through payroll deductions.

Gallaudet will match a portion of your savings according to the following schedule:

Your Contribution	Government Matches
First 3% of pay	\$1.00 for \$1.00
Next 2% of pay	\$.50 for \$1.00
Next 5% of pay	0

Therefore, Gallaudet will contribute 5 percent to your savings plan account if you save 5 percent. This includes the 1 percent automatic contribution.

Vesting

You have immediate rights to contributions made to your savings plan

account, both yours and Gallaudet's except for the automatic 1 percent contribution. This means that you own these contributions, even if you leave Gallaudet before retiring.

Investing Your Savings

You may elect to invest your savings plan account money in one or all of three investment funds. The funds differ in the rate of return and amount of risk involved. You can change the amount or type of investment at least twice a year in open seasons to be established by the Thrift Board.

Government Securities Investment Fund

This fund consists of special-issue securities guaranteed by the United States government. It is a risk-free investment with a competitive rate of return.

Any money for which a fund is not designated will be invested in the Government Securities Fund.

Fixed Income Investment Fund

This fund is designed to emphasize protection of your savings while providing an attractive rate of return. Your money will be invested in Guaranteed Investment Contracts (GICs), bank certificates of deposit or other private sector securities. These investments provide a fixed rate of return for a specified period of time.

Common Stock Index Investment Fund

This fund consists of equity investments made in proportion to a diversified common stock index. It is designed for long-term growth. Since it is a stock fund, the rate of return will vary from time to time.

Phase-In Period

During the first 10 years of the Savings Plan, private sector investment options will be phased into the plan. The percentages of employee and Gallaudet contributions required to be invested in government securities will vary according to the following schedule:

Year	Employee Contributions	Government Contributions
1987	100%	100%
1988	80%	100%
1989	60%	100%
1990	40%	100%
1991	20%	100%

After 1991, all employee contributions may be invested in private sector securities, at the employee's option.

1992	0	100%
1993	0	80%
1994	0	60%
1995	0	40%
1996	0	20%

After 1996, all funds may be invested in private sector and/or government securities at the employee's option.

CSRS Participants

Employees covered by the CSRS who elect to participate in the Savings Plan, may contribute up to 5 percent of pay. These funds may only be invested in the government Securities Fund. This money will not be matched by the University.

Managing Your Investments

The investment funds are managed by the Thrift Board, a board of five members appointed by the President, with recommendations from the Senate and House. An executive director, appointed by the board, oversees investment operations, recordkeeping and the business of the Savings Plan.

Tax Advantages

Saving through the Savings Plan allows you to defer some of your income taxes. Your contributions, Gallaudet's contributions and investment earnings accumulate tax free. The money is taxable as current income when you receive funds from your account. IRS rules sometimes limit the maximum amount high-salaried participants can contribute to savings plans.

Receiving Your Account

You may not withdraw your funds from the Savings Plan while you are employed with Gallaudet or with any government agency. If you retire, become disabled, die or leave federal service after being vested in the FERS Basic Benefit Plan, you or your beneficiary may receive your savings account in any of these forms: annuity, lump sum payment or rollover to an Individual Retirement Account (IRA) or similar plan.

However, if you leave Gallaudet or federal service after being vested, you cannot withdraw your account in a lump sum until you begin receiving a deferred annuity from the Basic Benefit Plan.

If you leave Gallaudet or federal service before being vested in the FERS Basic Benefit Plan, you can only withdraw your savings account by rolling it over into an IRA or similar plan.

Loan Program

A loan program will be established January 1, 1988. At that time, you will be able to borrow from your savings plan account for serious financial needs such as purchase of your primary residence, medical expenses not covered by health insurance, educational expenses for you or your dependents, or financial hardship.

You can borrow up to the full amount of your contributions. This does not include Gallaudet's contributions.

NEXT: Enrolling in FERS

Classified Ads

WANTED: Temporary roommate, male, nonsmoker, to share apt. in rural Silver Spring on Rt. 29 north of New Hampshire Ave. Call Robert, 587-5996 (TDD) days.

FOR SALE: '77 Honda CVCC wagon w/standard transmission, good interior, 78K mi. Good transportation; as is. \$850/BO. Call Lisa, x5349 (V/TDD) or leave message at 779-6951 (TDD).

FOR SALE: '73 MGB, exc. cond. w/mags, tonneau, top cover. \$2,500/BO. Call 779-6951 (TDD).

FOR SALE: '71 MGB parts car, \$200; extra engine, \$350. Call 779-6951 (TDD).

FOR SALE: Sanyo computer with 2 double-side drives for MS-DOS programs, inc. WORDSTAR disks and manual, \$375. Call 3312 or 345-5876 (TDD).

FOR SALE: Bell and Howell auto-load 16 mm projector, \$300/negotiable. Call Stan, 262-6706 (TDD).

FOR SALE: '81 Honda Civic 1300, 4-speed, gold, 128K miles, exc. cond., \$1,500. Call Lola, x5401 days or 937-3169 (V/TDD) eves.

WANTED: Good home for 7-year old cat, long-haired, orange, declawed, loves people. Call Lola, x5401 days or 937-3169 (V/TDD) eves.

FOR SALE: '84 Mercury Lynx station wagon, very good cond., \$4,000/negotiable. Call Susan, x5470 (V/TDD) days or 249-4013 (TDD) eves.

WANTED: Female roommate, nonsmoker, must like cats, to share 2-BR apt. in Greenbelt, W/D, AC, security system. Avail. now, \$250/mo., incl. util. Call Cindy 345-7853 (V/TDD) eves.